

IRE 1090H - SAMPLE READING COURSE OUTLINE

Instructions

- *Reading courses are not intended to substitute for existing courses in the MIRHR program. They are typically used to explore specific interests or acquire further knowledge of a topic.*
- *Reading course supervisors must hold a graduate faculty appointment. Consult the list of graduate faculty in the current SGS Calendar (available online).*
- *The review and approval process require extra time. Be sure to complete the [request form](#) and submit it with the course outline well in advance of enrolment deadlines to cirhr.gradcoord@utoronto.ca*

Course Title: Canada's Temporary Foreign Worker Program
Prepared By: Student name and university email address
Supervisor: Name of faculty member
Date: Date proposal submitted

Course Description

This reading course will examine Canada's Temporary Foreign Worker Program (TFWP). It will explore the labour and employment conditions of workers that enter Canada through this program, with a focus on those employed in industries such as agriculture, construction and food processing. The course will also review conditions facing domestic workers, but this will not be the principle focus of the research.

The course is interested first to examine the legal, policy and regulatory framework of the TFWP and to understand its recent evolution. This aspect of the research will be concerned to understand why the program exists, how and why it has grown over the last decade, where workers are coming from and in what provinces, territories and industries they are working. The course will then identify the overall living and working conditions these workers face in the country, examining also the conditions under which they are recruited and transported. Finally, the research will review the length of stay of temporary workers and the conditions of their departure and return.

The focus of the course is labour migration and migrant workers, growing phenomena around the world and key characteristics of the global economy. Migrant workers face severe risks and vulnerabilities in undertaking work abroad, and for some of these workers these risks are exacerbated by the regulatory environment that is established by the TFWP.

Objective

The aim of this course is to understand the risks facing migrant workers employed under the TFWP and the measures that are necessary to minimize these risks. The research will seek to provide policy recommendations to strengthen the program, based in part on the research and advocacy of key stakeholders that advocate on behalf of migrant workers in this country.

Method of Evaluation and Deadlines:

This will vary based on the nature of the course and instructor requirements. A reading course should involve as much reading and written work as a normal graduate course.

1. Annotated Bibliography (10 – 15 pages; 20% of final grade) – February 15th
2. Personal Discussion (10% of final grade) – Ongoing between January and April
3. Legal & Regulatory review (15 – 20 pages; 30% of final grade) – March 28th
4. Final Report (25 – 30 pages; 40% of final grade) – April 4th
 - The focus of the final report will be the conditions facing migrant workers in Canada under the Temporary Foreign Worker Program; policy and regulatory circumstances under the program that exacerbate the vulnerability of workers to abuse; and the policy changes that are necessary to extend workplace and labour protections in Canada to some of the most vulnerable workers in the country. The paper will review the perspectives of the three key labour market actors (employers, workers and government), and where relevant review academic and civil society literature to round out the understanding of the issues. The goal of the report is to outline a coherent set of policy recommendations to these stakeholder to improve the conditions under which foreign workers are brought into Canada.

Frequency of Student/Professor Meeting Times:

Each meeting will last approximately one hour and will be structured with a series of key research questions prepared in advance by the student.

Provide details of meeting times and indicate topics and readings to be discussed. The frequency of meeting between supervisor and student should be consistent with other courses.

Required Reading

Canada, *Immigration and Refugee Protection Act*, 2001.

Canada, *Immigration and Refugee Protection Regulations*, 2011.

Canadian Labour Congress, *Canada's Temporary Foreign Worker Program: Model Program or Mistake?* April 2011.

Delphine Nakache, *The Canadian Temporary Foreign Worker Program: Regulations, Practices and Protection Gaps*, No Date.

Delphine Nakache & Paula J. Kinoshita, *The Canadian Temporary Foreign Worker Program: Do Short-Term Economic Needs Prevail over Human Rights Concerns?* May 2010.

North South Institute, *Migrant Workers in Canada: A Review of the Canadian Seasonal Agricultural Workers Program*, 2006.

Mark Thompson, *Migrant Workers in Canada: Emerging Policy Issues*, 2009.

UFCW, *The Status of Migrant Farm Workers in Canada: 2010 – 2011*.

Salimah Valiani, *The Increasing use of Migrant Labour in Canada*, 2006.

Salimah Valiani, *The Shift in Canadian Immigration Policy and Unheeded Lessons of the Live-in Caregiver Program*, 2009.

Further Reading

Atlantic Provinces Economic Council, *Hiring International Workers in Atlantic Canada: An Employer's Guide*, September 2009.

Nicole A. Barrett, *An Exploration of Promising Practices in Response to Human Trafficking in Canada*, No Date.

Commission for Labour Cooperation, *Foreign Worker's Guide to Labour and Employment Laws in Canada*, No Date.

Sandra Cotenta, *Manitoba Welcome Host for Guest Workers in Canada*, 2009

Sandra Cotenta, *A Guest Worker's Catch 22*, 2009.

Sandra Elgersma, *Temporary Foreign Workers*, September 2007.

Government of Alberta, *Temporary Foreign Workers: A Guide for Employers*, 2010.

Government of the United States & the Government of Canada, *Bi-National Assessment of Trafficking in Persons*, No Date.

Nicholas Keung, *Guest Labour Program Raises Troubling Questions*, 2008.

Kerry Preibisch & Evelyn Encalada, *Migrant Women Farm Workers in Canada*, July 2008.

Les Whittington, *"Guest Worker" Abuses Blasted*, 2009.